



Karnataka Bank Officers' Organisation (Regd.)

Regd. Office: Mangalore (D.K.)
(Affiliated to AIBOA)

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Circular No. 13/2015

READ AND CIRCULATE

August 20, 2015

Dear Comrades,

MARCH WITH WORKING CLASS - PROTEST THE ANTI-WORKER LABOUR REFORMS!

PARTICIPATE MASSIVELY IN THE SEPTEMBER 2, 2015 STRIKE!!

We have been highlighting through our various circulars about the **significance of the September 2, 2015 All India Strike** called by the 11 Central trade Unions besides Independent organisations representing banking, insurance, State Govt. employees', etc. which is going to be marked as a **historic day in the annals of the history of the working class** when more than **100 million workers** from all over India will be on strike to resist and push back the onslaught of the Central Govt. which seeks to introduce the retrograde anti-worker labour reforms unilaterally.

Apart from the above issues the strike is also in support our own issues like Regulated working hours for the Bank Officers which has not seen the light of the day so far and for scrapping of selection process of MDs & CEOs of 5 Public Sector banks.

We reproduce hereunder the extract of the strike notice and statement of case dated 12.08.2015 served to the IBA by AIBOA for the information of the members.

COMRADES, PARTICIPATE MASSIVELY IN 2ND SEPTEMBER 2015 STRIKE!!
MAKE THE STRIKE A RESOUNDING SUCCESS!!

With warm greetings,

Yours comradely,

(K. RAGHAVA)

GENERAL SECRETARY



ALL INDIA BANK OFFICERS' ASSOCIATION

Central Office : "A.K. Nayak Bhavan", IInd Floor,
14, Second Line Beach, Chennai - 600 001

IBA:BKS:109:2015

August 12, 2015

The Chairman

Indian Banks' Association, World Trade Centre

Cuffe Parade, **MUMBAI**

Sir,

In accordance with the provisions contained in sub section [1] of section 22 of the I.D. Act 1947, we hereby give you notice that the members of the **All India Bank Officers' Association [AIBOA]**

in Public Sector Banks, Private Sector Banks, RRBs and Co-operative Banks propose to go on **strike on 02.09.2015.**

[Wednesday]

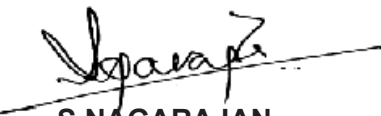
ISSUES and DEMANDS

Opposes:

The process of appointment of Chairman in the Five Public Sector Banks
viz., Bank of India, Punjab National Bank, Bank of Baroda, Canara Bank and IDBI

Demanding:

1. **Non implementation** of understandings arrived at on 23.02.2015 and 7th Joint Note dated 25.05.2015 – 2nd and 4th Saturday holidays
2. **Regulated Working hours** for officers
3. **Right of Representation of AIBOA** affiliated units in individual Banks
and
Support of **12 point Charter of Demands of Central Trade Unions.**


S.NAGARAJAN
GENERAL SECRETARY

Copy to:

1. Chief Labour Commissioner[Central], New Delhi
2. To All CMDs / MDs / CEOs of All Banks

STATEMENT OF THE CASE

1. **All India Bank Officers' Association [AIBOA]** the second largest union, representing the officers, working in Public, Private, Foreign, Regional Rural Banks and Co-operative Banks have called upon the Officers to participate in the ALL INDIA STRIKE call on the Wednesday the 2nd September, 2015 synchronising with the strike call of the 11 Central Trade Unions.
2. The Central Trade Unions viz., BMS, INTUC, AITUC, HMS, CITU, AIUTUC, UTUC, TUCC, LPF, SEWA etc., have given a call for a strike on 02.09.2015 to resolve the following demands.
 - i] Control the Price Rise
 - ii] Contain the unemployment
 - iii] Strict implementation of Labour Laws
 - iv] Halt the mass scale contractualisation
 - v] Ensure minimum wage of not less than Rs.15000/-
 - vi] Extend Universal social security benefits
 - vii] Pension for all including unorganised workers
 - viii] Compulsory registration of TUs within 45 days
 - ix] Immediate ratification of ILO convention 87 and 98

- x] Halting the the FDI in Defence /Railways / Insurance
- xi] Attempts to disinvest the Government equity in Public Sector Banks
- xii] Attack on agriculturists through Land acquisition bill promulgated through ordinance..... etc.,

3. **AIBOA**, extends its total support to the above listed issues by CTUs as they are affecting the day to day life of the common man including the Bank officers.
4. In addition to the above issues, there are industry specific issues concerning the officer's fraternity as well as the Banking workforce.

The issues are:

[i] Abolish the present selection process of appointment of MDs and CEOs for the 5 Banks:

Department of Financial Services, Government of India vide its advertisement dated 26.02.2015 invited the applications for the post of MD and CEO in the 5 large Public Sector Banks viz., Bank of Baroda, Bank of India, Canara Bank, IDBI Bank Ltd., and Punjab National Bank having a total business level of Rs.3 lac crores and more.

The eligibility criteria, that has been designed with a singular motive, to deny the opportunity to all the Executive Directors, who are otherwise eligible to participate in the process of selection to provide the Institutional leadership to Public Sector Banks, as they have been elevated to this position based on the "Promotion Policy for Officers" in the Bank duly approved by the Government of India, from time to time.

The conditions stipulated, are with a sole aim to bring in , less experienced CEO from private sector to head the organisation in Public Sector Banks, which are the lifeline of the National economy.

AIBOA, strongly places on record that the present process of selection initiated by the Government of India should be scrapped and restores the earlier practice of selecting the CEO from the existing Executive Directors as they have hands on experience to head these 5 Banks.

Resultantly, the stagnation created by the restriction abruptly brought in by D.F.S. arrest the elevation of eligible General Managers to Executive Directors position in the Public Sector Banks.

The treatment meted out to the Human Assets at the top level managements need to be addressed effectively failing which the Public Sector Banks which are nation building instruments will be starved of the genuine and experienced leadership to meet the new challenges.

[ii] Non-implementation of the understandings 2nd and 4th Saturday's holidays

AIBOA along with other Trade Unions had entered into a Memorandum of understandings on 23rd February 2015, with Indian Banks' Association [IBA] that every 2nd and 4th Saturdays of the month will be a holiday and other Saturdays will be full working days.

Vide clause No.21 of the Joint Note signed by AIBOA with IBA on 25th May 2015, it has been categorically mentioned that IBA has initiated the steps to get the required approval from the concerned authorities.

Government of India vide their communication dated 19.06.2015 has also informed that the "in principle approval" has been given by the Hon'ble Finance Minister.

Five months from date of signing of the MOU and 2 months from the date of signing the Joint Note with IBA and more or less 45 days from the date of approval by the Finance Minister, forces us to believe that the Government of India is delaying the process of the approval, due to various extraneous reasons and pressure of other assignments, we believe.

The cost on account of these two days holidays is around 1.81% as reported during the negotiation on 23.02.2015. The real benefit has not been flown to the workforce.

The said understandings should be put into effective implementation without any further delay.

[iii] Regulated Working Hours:

The Bank officers deserve a Regulated working hours which is eluding solution for quite a few years. The issue has been further aggravated with Bank managements, without exception, calling upon field functionaries, Branch Managers to attend Business conferences, recovery schedule, special drive in respect of funds and organizing credit camps on Sundays and even holidays and this has become a regular phenomenon. There has been considerable business growth without corresponding staff increase causing unbearable pressure on officers to complete even the daily routine work. Officers are required to work even up to 10-12 hours daily besides working on Sundays/Holidays. This has taken a heavy toll on the health and life of a large number of officers and their families and some have paid heavy price of ending their lives not being able to bear the work pressure.

Further, it has been agreed in the sub committee meeting on officer demands during the course of negotiation in the current wage talks with IBA that a counselling communication will be sent to all Banks that they should not engage officers on Sundays and holidays for official work.

AIBOA demands that there is an urgent need to address the issue on priority basis.


[iv] Right of Representation to the affiliated Units of AIBOA, in the individual Banks:

On 18th February, 2015 our organisation met Hon'ble Finance Minister in his office and submitted a representation to him enclosing, the Government Notification F.No.4/9/1/2014-IR dated 05.01.2015, requesting his intervention that AIBOA affiliated Units in the individual Banks should be allowed to represent the individual grievances as well as view points on "Bank business growth" etc.

Further, Government of India, vide its communication DO 11/3/2015-B.O.III dated 19.02.2015 advised to adhere to specific instructions/guidelines for strict compliance.

Clause V ensure prompt redressal of service related grievances of employees including pension related grievance of civil, defence and para-military pensioners.

There are accumulated grievances of the individuals as well as on policy matters. AIBOA, during the past 35 years participated in all the discussions with IBA as well as appeared before the committees constituted by the Government of India concerning the Industry. Our affiliates in the individual Banks implement the decisions and directions of the organisation in general and bank building activities in particular. Hence, affiliated Units are to be provided a regular time space in the individual Banks.


GENERAL SECRETARY

ALL INDIA BANK OFFICERS' ASSOCIATION	ZINDABAD
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KARNATAKA BANK OFFICERS' ORGANISATION	ZINDABAD
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